

standards will be deemed to be in compliance with the requirements of this section.

(2) For an employee wearing corrective glasses, eye protection equipment required by paragraph (a)(1) of this section shall be of the type that can be worn over glasses. Prescription-ground safety lenses may be substituted if they provide equivalent protection.

(b) Eye protection shall be maintained in good condition.

(c) Used eye protection shall be cleaned and disinfected before issuance to another employee.

[62 FR 40202, July 25, 1997, as amended at 74 FR 46361, Sept. 9, 2009]

#### § 1918.102 Respiratory protection.

(See § 1918.1(b)(8)).

[65 FR 40946, June 30, 2000]

#### § 1918.103 Head protection.

(a) The employer shall ensure that each affected employee wears a protective helmet when working in areas where there is a potential for injury to the head from falling objects.

(b)(1) The employer must ensure that head protection complies with any of the following consensus standards:

(i) ANSI Z89.1-2003, "American National Standard for Industrial Head Protection," which is incorporated by reference in § 1918.3;

(ii) ANSI Z89.1-1997, "American National Standard for Industrial Head Protection," which is incorporated by reference in § 1918.3; or

(iii) ANSI Z89.1-1986, "American National Standard for Personnel Protection—Protective Headwear for Industrial Workers—Requirements," which is incorporated by reference in § 1918.3.

(2) Head protection devices that the employer demonstrates are at least as effective as head protection devices that are constructed in accordance with one of the above consensus standards will be deemed to be in compliance with the requirements of this section.

(c) Previously worn protective hats shall be cleaned and disinfected before issuance by the employer to another employee.

[62 FR 40202, July 25, 1997, as amended at 74 FR 46361, Sept. 9, 2009]

EFFECTIVE DATE NOTE: At 77 FR 37600, June 22, 2012, § 1918.103 was amended by revising paragraph (b)(1), effective Sept. 20, 2012. For the convenience of the user, the revised text is set forth as follows:

#### § 1918.103 Head protection.

\* \* \* \* \*

(b)(1) The employer must ensure that head protection complies with any of the following consensus standards:

(i) American National Standards Institute (ANSI) Z89.1-2009, "American National Standard for Industrial Head Protection," incorporated by reference in § 1918.3;

(ii) American National Standards Institute (ANSI) Z89.1-2003, "American National Standard for Industrial Head Protection," incorporated by reference in § 1918.3; or

(iii) American National Standards Institute (ANSI) Z89.1-1997, "American National Standard for Personnel Protection—Protective Headwear for Industrial Workers—Requirements," incorporated by reference in § 1918.3.

\* \* \* \* \*

#### § 1918.104 Foot protection.

(a) The employer shall ensure that each affected employee wears protective footwear when working in areas where there is a danger of foot injuries due to falling or rolling objects or objects piercing the sole.

(b)(1) The employer must ensure that protective footwear complies with any of the following consensus standards:

(i) ASTM F-2412-2005, "Standard Test Methods for Foot Protection," and ASTM F-2413-2005, "Standard Specification for Performance Requirements for Protective Footwear," which are incorporated by reference in § 1918.3;

(ii) ANSI Z41-1999, "American National Standard for Personal Protection—Protective Footwear," which is incorporated by reference in § 1918.3; or

(iii) ANSI Z41-1991, "American National Standard for Personal Protection—Protective Footwear," which is incorporated by reference in § 1918.3.

(2) Protective footwear that the employer demonstrates is at least as effective as protective footwear that is constructed in accordance with one of the above consensus standards will be

## § 1918.105

deemed to be in compliance with the requirements of this section.

[62 FR 40202, July 25, 1997, as amended at 74 FR 46361, Sept. 9, 2009]

### § 1918.105 Other protective measures.

(a) *Protective clothing.* (1) The employer shall provide and shall require the wearing of special protective clothing for each employee engaged in work where protective clothing is necessary.

(2) When necessary, protective clothing shall be cleaned and disinfected before reissuance.

(b) *Personal flotation devices (PFDs).* (1) The employer shall provide and shall require the wearing of PFDs for each employee engaged in work in which the employee might fall into the water.

(2) PFDs (life preservers, life jackets, or work vests) worn by each affected employee must be United States Coast Guard (USCG) approved pursuant to 46 CFR part 160 (Type I, II, III, or V PFD) and marked for use as a work vest, for commercial use, or for use on vessels.

(3) Personal flotation devices shall be maintained in safe condition and shall be considered unserviceable when damaged in a manner that affects buoyancy or fastening capability.

[62 FR 40202, July 25, 1997, as amended at 65 FR 40946, June 30, 2000]

### § 1918.106 Payment for protective equipment.

(a) Except as provided by paragraphs (b) through (f) of this section, the protective equipment, including personal protective equipment (PPE), used to comply with this part, shall be provided by the employer at no cost to employees.

(b) The employer is not required to pay for non-specialty safety-toe protective footwear (including steel-toe shoes or steel-toe boots) and non-specialty prescription safety eyewear, provided that the employer permits such items to be worn off the job-site.

(c) When the employer provides metatarsal guards and allows the employee, at his or her request, to use shoes or boots with built-in metatarsal protection, the employer is not required to reimburse the employee for the shoes or boots.

## 29 CFR Ch. XVII (7–1–12 Edition)

(d) The employer is not required to pay for:

(1) Everyday clothing, such as long-sleeve shirts, long pants, street shoes, and normal work boots; or

(2) Ordinary clothing, skin creams, or other items, used solely for protection from weather, such as winter coats, jackets, gloves, parkas, rubber boots, hats, raincoats, ordinary sunglasses, and sunscreen.

(e) The employer must pay for replacement PPE, except when the employee has lost or intentionally damaged the PPE.

(f) Where an employee provides adequate protective equipment he or she owns, the employer may allow the employee to use it and is not required to reimburse the employee for that equipment. The employer shall not require an employee to provide or pay for his or her own PPE, unless the PPE is excepted by paragraphs (b) through (e).

(g) This section shall become effective on February 13, 2008. Employers must implement the PPE payment requirements no later than May 15, 2008.

NOTE TO §1918.106: When the provisions of another OSHA standard specify whether or not the employer must pay for specific equipment, the payment provisions of that standard shall prevail.

[72 FR 64429, Nov. 15, 2007]

### APPENDIX I TO PART 1918—CARGO GEAR REGISTER AND CERTIFICATES (NON-MANDATORY)

NOTE: This appendix is non-mandatory and provides guidance to part 1918 to assist employers and employees in complying with the requirements of this standard, as well as to provide other helpful information. Nothing in this appendix adds or detracts from any of the requirements of this standard. The language in this appendix is taken directly from the recommended ILO document.

#### Form No. 1

IDENTITY OF NATIONAL AUTHORITY OR COMPETENT ORGANIZATION REGISTER OF SHIPS' LIFTING APPLIANCES AND CARGO HANDLING GEAR

Name of Ship \_\_\_\_\_  
Official Number \_\_\_\_\_  
Call Sign \_\_\_\_\_  
Port of Registry \_\_\_\_\_  
Name of Owner \_\_\_\_\_  
Register Number \_\_\_\_\_